USMC RESTRICTED OFFICER PROGRAM

LtCol Dave Lawson

225 - 8871

WARRANT OFFICERS - SIZE

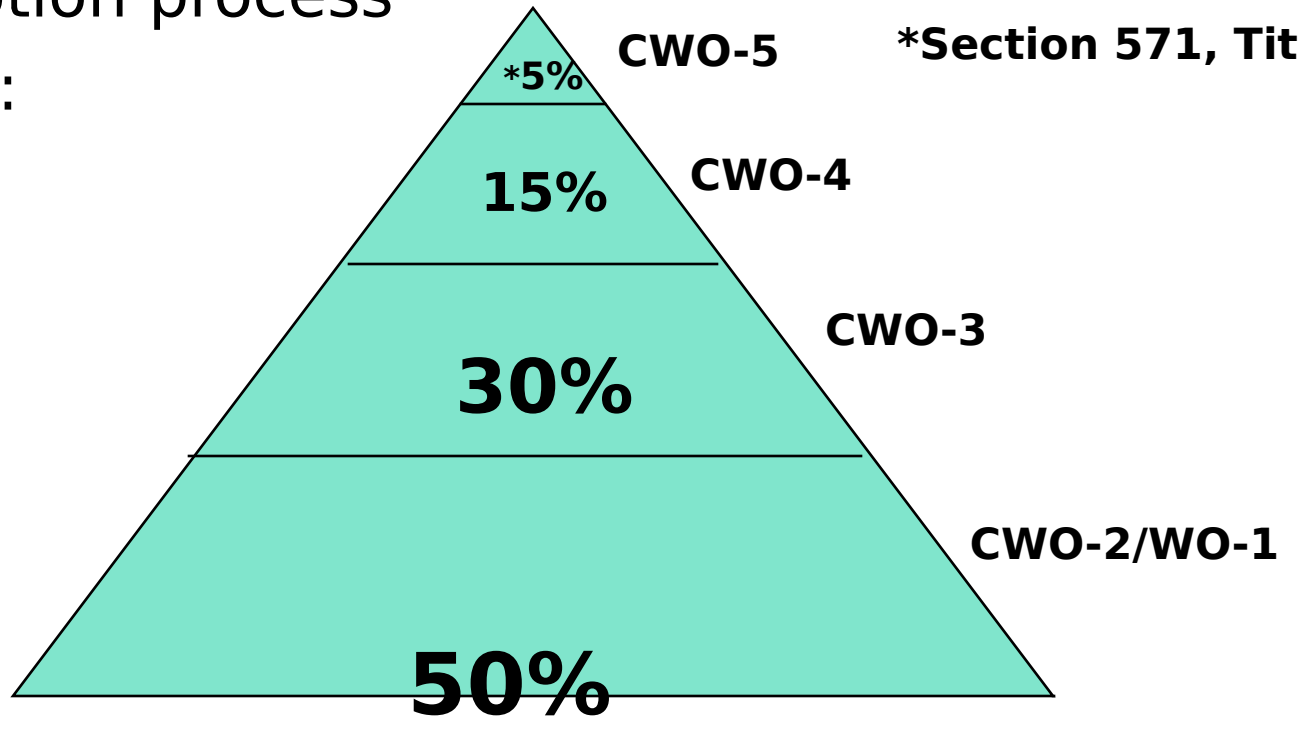
09/11/16

- Approximately 11% of our officer corps
  - USMC officers – 18,813 (End Strength)
  - WO Structure - 2,038
- MOSs
  - WOs - 48
    - 38 “ground” MOSs
    - 10 “aviation” MOSs
- MOS population ranges
  - Largest (0170s - 315)
  - Smallest (2125s - 5)

CWO GRADE AUTHORIZATIONS

09/11/16

- Each WO MOS has the same grade authorizations by percentage.
- Adequate career progression and equitable promotion process
- Target:



*Section 571, Title 10

WARRANT OFFICER PROMOTIONS

09/11/16

- WOs compete for promotion by MOS
  - Promotion process was similar to unrestricted
- Promote to specific billet vacancies
  - No vacancies = No Board
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select

CWO PROMOTION PLAN

09/11/16

- Annual Board
  - Convened in August
- Plan written by MOS, grade, and name
- Plan approved by M&RA, CMC, then SECNAV
  - SJA and Navy JAG review
- MMPR sends 30 day notification MARADMIN

CWO PROMOTION OPPORTUNITY

09/11/16

- Promotion Opportunity is:

  $$\frac{\text{\# of O's authorized to be selected}}{\text{\# of O's in the PRIMARY (in) zone}}$$

- Marine Corps Policy

  CWO5 50%

  CWO4 70%

  CWO3 90% (100% Gunners/Recruiters)

  CWO2 100%

Limited Duty Officers - SIZE

09/11/16

- **Approximately 2.3% of our officer corps**
  - **USMC officers – 18,813 (End Strength)**
  - **LDO Structure - 438**
- **MOSs**
  - **LDOs - 20**
    - **14 “ground” MOSs**
    - **6 “aviation” MOSs**
- **MOS population ranges**
  - **Largest (0430s - 66)**
  - **Smallest (4602s - 5)**

LDO GRADE AUTHORIZATIONS

09/11/16

- Each LDO MOS has <u>different</u> grade authorizations
- LDO Program is not career progression based; it’s requirement based
- LDOs can expect to be able to compete for promotion for Maj and LtCol

LDO PROMOTION

09/11/16

- LDOs compete for promotion by MOS
- Promote to specific billet vacancies
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select
- Same zones - AZ, IZ, BZ

LDO PROMOTION OPPORTUNITY

09/11/16

- Promotion Opportunity

  $\frac{\text{\# of O's authorized to be selected}}{\text{\# of O's in the PRIMARY (in) zone}}$

- Marine Corps policy

  LtCol 70%

  Maj 90%

  – Mirrors unrestricted promotion opportunity

LDO PROMOTION POLICY

09/11/16

- Title 10, U.S. Code, section 619 - eligible for consideration for promotion to next higher grade after 3 years TIG as of convening date of the board

MANNING

- **We cannot afford to "buy" the entire requirement, so priorities need to be set.**
- **From a manpower perspective, setting these priorities is called "manning."**

Manning and Staffing Precedence

MCO 5320.12E 09/11/16

Excepted (100% of T/O) Commands

Marine Corps Recruiting Command (District and below)
Marine Security Guard Battalion
HMX-1 (Executive Support and Other Support)
Active Duty in Support of Reserves (Regiments/Groups and below)
MEU Command Elements
Joint Duty Assignment List (JDAL)
4th MEB (AT) Command Element
Patients, Prisoners, Transients, & Trainees (P2T2)

Priority (95% of T/O) Commands

Infantry Battalions (EOS Decision to Man at 100%)
Joint and External Commands (excluding JDAL)
Formal Schools
MARFOR Forward Headquarters
HQMC Departments
Marine Corps Recruiting Command Headquarters (T/O 5167)
Marine Corps Security Force Battalion
Active Duty in Support of Reserves (Division, Wing, and FSSG HQ)
Marine Corps Recruit Depots
Marine Barracks Washington DC (ceremonial support only)
Combat Service Support Detachments
MEF Command Elements
Flying Squadrons
Reconnaissance Units (Recon Bns and Force Recon Companies)
Radio Battalions
CBIRF
Blue Angels Support
Bands
VMMT-204
MEU Service Support Groups (MEUs)
Exercise Support Division, MAGTF Training Command
Tactical Training and Exercise Control Group
ANGLICO

Manning… From Trooplist to ASR

- DC, CD converts the Trooplist into the Authorized Strength Report (ASR)

- ASR employs modeling algorithms that *optimize* unit manning allocation based on
  - **1) Unit Structure (grade & MOS at an MCC)**
  - **2) Trooplist manning**
  - **3) Special protections**

Manning Process… The Bottom Line

- **Available manning is optimally apportioned across the Corps by DC, Combat Development**
- **Why is this important to monitors?**
- **It is <u>not the role of M&RA</u> to…**
  - **Prioritize requirements or**
  - **Allocate manning**
- **These functions have already occurred in the ASR under the cognizance of DC, CD**

The Staffing Process

09/11/16

- The objective of the Staffing Process is to make the *optimal* distribution of current assignable inventory to meet the Marine Corps' Authorized Strength Report (ASR) IAW current Marine Corps staffing precedences (MCO 5320.12E)

Questions